

63-39091

DTR 2517

11 June 1963

MEMORANDUM FOR: Director of Training

SUBJECT : Mid-Career Training

REFERENCE : DTR memo dated 9 May 1963, subject: Mid-Career Training Program, and attached draft memo to the DDCL, same subject

1. I would like to comment on certain aspects of reference memorandum and the draft attached to it.

2. In paragraph one of the attachment to the reference, I notice that each of the Deputies (except DD/R) is allotted the same number of students in spite of the fact that the number of GS-13s and GS-14s vary greatly among these Deputies. I strongly believe that the Deputies should be allotted slots in the Mid-Career Course in accordance with the number of GS-13s and GS-14s who are eligible for the Mid-Career Training Program by the standards which are being established per paragraph 2(a) of reference. I think we have all agreed that one essential criterion for candidacy for the Mid-Career Program is that nominees can be expected to reach the level of GS-15.

3.<sup>9</sup> In paragraph 2 (subparagraphs 7 and 8) of the attachment to reference there is mention of "external training" in connection with Mid-Career Course. This indicated that there is again confusion as to what constitutes the difference between Mid-Career Program and the Mid-Career Course. It is my clear understanding that we had decided that the Course would be part of the Program; and that in addition to taking the Course as part of the Mid-Career Program a candidate would be given, also as part of the Program, external training as decided by his career service. Therefore, external training for an individual should be considered as part of his Mid-Career Program but not part of the Course. For this reason I believe that little, if any, variation should be permitted within the course for any members participating in it. This does not, of course, prohibit career services from giving individuals specialized training as part of his Mid-Career Program but not as part of his Course.

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Excluded from  
downgrading  
and  
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4. Also, in paragraph two of the attachment you have suggested seminars for DD/P, DD/I and DD/S personnel. Part of the reasoning of General Carter and myself in advocating an Agency Mid-Career Course was to bring together men from all components of the Agency so they could benefit from each other and establish a common basis of professionalism. To break the group up into DD/P, DD/I and DD/S seminars would defeat one purpose of the Course. The seminar idea is a good one and there is no reason why the Deputies cannot conduct their own seminars as they see fit, as the DD/P is now doing. Furthermore, I find it difficult to believe that we cannot put on a six-weeks' course which, taken as a whole, will have great value to all those participating; and I am not impressed by the suggestion that some parts of the Course might be repetition for some members.

5. Of primary concern to OTR at this stage is to prepare a superior course of instruction with top-notch lecturers that will be stimulating and instructive to all students. I think that the quality of the Course will be watered down by trying to satisfy the specialized needs of everybody.

6. I do not foresee any difficulty in insuring that the right personnel are selected for the Course. It will be the responsibility of the Directorate to see that the best of the 13s and 14s considered qualified for eventual promotion to GS-15 or supergrade receive the Course at the earliest date possible, and toward this end promotion into those grades will be dependent on having had this Course.

7. It is also understood by General Carter and myself that we will gain experience from the first running of the Course and may subsequently wish to make changes in the contents of the lectures, size and location of classes, and number of times the Course will be given each year.



Lyman B. Kirkpatrick  
Executive Director

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